

WANTED:  
TEACHERS

**AMERICAN BOARD**  
*for Certification of Teacher Excellence*

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# Problem Defined



"There is a critical need for new high quality teachers to address the teacher shortage. We believe that mid-career professionals with subject matter expertise and a good pedagogical knowledge can not only fill vacancies but help improve student achievement."

— WILLIE COLE

*President/CEO, Urban League of Greater Jackson, MS*

## A GROWING TEACHER SHORTAGE

- 80,000 teachers on emergency certifications, which affects more than 1.2 million students
- The student population is growing nationally by about 400,000 per year

## MORE TEACHERS RETIRING

- 1 in 5 Teachers will retire in the next 5 years
- Approximately 50% of all new teachers leave the profession in the first 5 years

## FEWER PEOPLE ARE GOING INTO TEACHING

- 1972: 21% of Bachelor's Degrees were in education
- 2004: 7% of Bachelor's Degrees were in education

## A SOCIETY OF CAREER CHANGERS

- Today's worker holds 10 different jobs by age 40 and has switched careers five times
- A recent poll of Florida residents found that 28% of Floridians holding at least a bachelor's degree would consider changing careers and becoming teachers

It will take many recruitment, preparation and certification programs working together to ensure that every classroom has a great teacher.

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# About **ABCTE**



Founded in 2001, the American Board for Certification of Teacher Excellence (ABCTE) has come a long way in recruiting, certifying, and supporting excellent teachers essential for achieving student success. ABCTE is a non-partisan 501(c)3 non-profit organization. ABCTE provides quality teachers at no cost to the state, the district, or the school. Candidate program fees have been subsidized by grants from the U.S. Department of Education.

ABCTE is committed to improving teacher quality and student achievement. Research demonstrates that our certification program is rigorous and an effective predictor of teacher performance in the classroom.

## **CERTIFICATIONS**

- Biology
- Chemistry
- Elementary Education
- English
- General Science
- Math
- Physics
- Special Education
- World History
- U.S. History
- Elementary Reading Endorsement

## **ACCEPTANCE**

- Florida
- Idaho
- Mississippi
- New Hampshire
- Pennsylvania
- South Carolina
- Utah

## **ABCTE GROWTH**

In 2005, ABCTE redirected its focus under the new leadership of **Dave Saba** as President and **Tony Colón** as Board Chair. Their focus on greater collaboration, developing a robust preparation program and increasing transparency has had a dramatic effect on results. Since 2005, ABCTE has added 2 new states, added 8 new certifications focused on areas of highest needs, added **4,500 new candidates** and certified **750 new teachers**. Together with a dynamic, well-trained staff, ABCTE continues to grow and learn to meet the needs of America's students.



National Statistics	ABCTE Statistics
Average age–29	Average age–39
25% male	33% male
16% teachers of color	22% teachers of color



# ABCTE Recruits



"The ABCTE program is a great option for professionals who are interested in becoming teachers. The State Department of Education will work with ABCTE to help Idahoans become certified and follow their dreams of educating Idaho's children."

— TOM LUNA

*Idaho Superintendent of Public Instruction*

There are many people who want to teach but do not have the time or money to go back to school to earn a degree in education. Career changers have shown the desire to teach, but are deterred by the financial and time constraints. These career changers need guidance navigating the often complex teacher certification process. ABCTE provides the resources to guide candidates through the certification process, assists candidates towards completion, and partners with districts to complement their recruitment efforts.

There is no cost to states or districts for the ABCTE programs.

## ONLINE CAMPAIGNS

- Online ad word buys
- Online "Web Seminars"
- Engaging and user-friendly Web site
- Full-time certification counselors

## LIVE RECRUITMENT EVENTS

- Partner with local school districts to address vacancies in high-need areas
- Advertising and media handled by ABCTE marketing staff
- ABCTE provides information about the program, preparation, and certification
- School districts provide information about available jobs and future projections
- Follow -up the call center works with potential candidates to help them enroll in the program

## TARGETED RECRUITMENT

- Businesses in various sectors including science, technology, engineering and math (STEM)
- Retirees
- Urban and rural communities
- Troops to Teachers and Spouses to Teachers

**More than 20,000 candidates inquired about ABCTE in 2007—we know how to reach potential teachers!**

## The Changing Face of the Workforce: Generations X and Y

Generations X and Y make up today's career changers. According to the Department of Labor (2006), today's worker has held 10 different jobs and has had 5 different careers before the age of 40. In addition, half of all teachers leave the profession in the first five years (NEA, 2006). The fact that we are a society of career changers is both a challenge and an opportunity for school districts. The challenge is that so many teachers leave the profession; the opportunity lies in attracting career changers from other professions into teaching. Therefore, school districts need flexible and customized programs that will attract mid-career professionals to transition into the classroom.



# Our Teachers



## TEACH & INSPIRE

### SCIENCE AND MATH TEACHERS

Our future generations will need the science, technology, engineering and math (STEM) skills to keep America competitive in the global marketplace. Nowhere is the teacher shortage greater than in the STEM fields.

People with strong STEM backgrounds are in high demand by public and private industry. Fortunately a large number of mid-career professionals have expressed a desire to teach at some point in their lives. This provides school districts an untapped pool of talented individuals who have the strong content knowledge demanded of STEM teachers.

It is the flexibility and affordability of ABCTE's certification that attracts potential STEM teachers to our program. By working hand-in-hand with states, we develop an attractive route into the teaching profession while still ensuring that our teachers have the necessary skills to be effective in the classroom.

### SPECIAL EDUCATION

Many of our candidates had the experience necessary to become special education teachers, but just needed the right program to earn their credentials. In fact, 94% worked with special needs children prior to enrolling in the ABCTE program. It is critical to have program options available as our nation experiences a dramatic rise in learning and mental disabilities among students.

**ABCTE is committed to working with states and districts to fill critical shortage areas.**

- There is a critical need to diversify the teaching profession:
  - 41% of the student population are students of color
  - 16% of the nation's teachers are people of color
  - 40% of schools do not employ a teacher of color
- ABCTE recently received a \$6.4 million grant from the U.S. Department of Education to expand the Teach & Inspire program.
- ABCTE developed Teach & Inspire to address the problem by:
  - Providing scholarships
  - Working with high-need school districts and community groups to host targeted recruitment events
  - Partnering with local community groups, such as the Urban League, to recruit more teachers of color

**22% of ABCTE candidates are people of color**

*"The ABCTE program is designed to meet the needs of working professionals while upholding high standards for what new teachers must know to increase student achievement. We are proud to welcome the program as a new route to state certification."*

— HANK BOUNDS

*Mississippi Superintendent of Public Instruction*



# ABCTE Prepares



*"Working with candidates is similar to teaching because we guide them through a unique and rewarding program."*

— ANGIE HEAD

*ABCTE Candidate Development Manager*

ABCTE develops a customized preparation program to get candidates ready for the classroom.

## PROGRAM PROCESS

1. Candidates enroll in our teacher certification program, Passport to Teaching
2. We assign candidates one of our experienced advisors to develop a customized study plan
3. Candidates study on their own time and at their own pace
4. Candidates use study plans and resources for pedagogy and subject matter
5. The average time spent in preparation for teaching is 10 months

## ADVISORS

- Veteran teachers
- Trained by ABCTE staff
- Matched by subject area
- ABCTE also has full-time advisors on staff

*"I have received many compliments from students and parents that say that they have never had a teacher like me before and they really like coming to school. I provide a room where they can feel safe and full of trust and it makes it a lot easier to learn."*

— NOELLE VELDHOUSE

*ABCTE Teacher, Discovery Elementary*

**Subject Matter Expertise:** State education leaders stress that teachers need greater subject matter refresher courses to better prepare them for the classroom. 69% of math teachers and 57% of science teachers lack a major or certification in their field. (*Qualifications of the Public School Teacher Workforce: Prevalence of Out-of-Field Teaching 1987-88 to 1999-2000 (Revised)*. National Center for Education Statistics. 2004.)



# Sample Study Plan



## General Science

Area of Study
I. Scientific Investigation
II. Biology
A. Biochemical basis
B. Cell biology
C. Classical genetics & evolution
D. Animal physiology
E. Plant physiology
G. Ecology
III. Chemistry
A. Periodic table and trends
B. Chemical reactions & stoichiometry
C. Solution chemistry
H. Gas laws
IV. Earth Science
A. Astronomy and cosmology
B. Structure and composition of Earth
C. Earth's magnetic field and structural geology
D. History of Earth
E. Earth's Atmosphere
F. Earth's Water
G. Earth's Resources & Environment
V. Physics
A. General study of kinematics
B. Dynamics
C. Work, energy, power
D. Mechanics of fluids
E. Thermodynamics
F. Waves
G. Electricity
H. Magnetism & electromagnetism
I. Optics

## Professional Teaching Knowledge

Area of Study	Suggested Study Resources	Study Timeline
<b>I. Classroom Management &amp; Organization</b> <ul style="list-style-type: none"> <li>A. Establishing efficient classroom routines</li> <li>B. Setting clear standards for conduct</li> <li>C. Providing student feedback &amp; reinforcement</li> <li>D. Setting expectations for student learning</li> <li>E. Parental involvement</li> </ul>	<b>Books</b> <ul style="list-style-type: none"> <li>Classroom Assessment: Concepts &amp; Applications</li> <li>The First Days of School: How to Begin an Effective Year</li> <li>176 Ways to Involve Parents</li> </ul> <b>Web Resources</b> <ul style="list-style-type: none"> <li>Effective Educational Practices</li> </ul> <b>Other Media</b> <ul style="list-style-type: none"> <li>Learning Teacher's Classroom Assessment Program</li> <li>Professional Teaching Knowledge Practice Exam CD-ROM</li> <li>Prepare to Teach Workshop: Techniques for Handling Discipline Problems</li> </ul>	5 weeks
<b>II. Instructional Delivery</b> <ul style="list-style-type: none"> <li>A. Communicating effectively</li> <li>B. Presents clear and focused instruction</li> <li>C. Effective questioning techniques</li> <li>D. Makes efficient use of learning time</li> </ul>	<b>Books</b> <ul style="list-style-type: none"> <li>What Works in Schools</li> <li>Strategies &amp; Tactics for Effective Instruction</li> </ul> <b>Web Resources</b> <ul style="list-style-type: none"> <li>Glossary of Education Terms</li> <li>Education Resources Information Center</li> </ul>	4 weeks
<b>III. Classroom Assessment</b> <ul style="list-style-type: none"> <li>A. Monitoring student progress</li> <li>B. Understanding test strategies</li> <li>C. Assessing high-need students</li> </ul>	<b>Books</b> <ul style="list-style-type: none"> <li>Classroom Assessment: Concepts and Applications</li> </ul> <b>Web Resources</b> <ul style="list-style-type: none"> <li>Benchmarking and Alignment of Standards and Testing</li> <li>Effective Educational Practices</li> <li>Assessment Terminology: A Glossary of Useful Terms</li> </ul> <b>Other Media</b> <ul style="list-style-type: none"> <li>Prepare to Teach Workshop: Assessment</li> </ul>	4 weeks
<b>IV. Instructional Design</b> <ul style="list-style-type: none"> <li>A. Writing measurable objectives</li> <li>B. Guiding curricular planning</li> <li>C. Organizing content, concepts, and models</li> <li>D. Developing illustrative examples</li> <li>E. Building on students' prior knowledge</li> </ul>	<b>Books</b> <ul style="list-style-type: none"> <li>Strategies and Tactics for Effective Instruction</li> </ul> <b>Web Resources</b> <ul style="list-style-type: none"> <li>Education Resources Information Center</li> <li>Research Synthesis of Effective Teaching Principles and the Design of Quality Tools for Educators</li> </ul> <b>Other Media</b> <ul style="list-style-type: none"> <li>Prepare to Teach Workshop: Organizing for Instruction</li> </ul>	6 weeks

This is a sample plan broken into two sections—one for the Professional Teaching Knowledge component and one for the General Science component. Recommendations for this candidate's preparation are based on a **10 month** timeline for completion.



# Teacher Preparation

ABCTE offers a full suite of quality preparation materials designed to equip ABCTE teachers to succeed in the classroom. All of these products align to ABCTE's rigorous teaching and subject matter standards and are developed in partnership with talented subject matter experts, including college professors and classroom teachers.

## PREPARE TO TEACH WORKSHOPS

This series of ten workshops provides sound advice and instruction—the perfect balance of practice and pedagogy. The workshops primarily focus on the following topics:

- Characteristics of Successful Teachers
- Organizing for Instruction
- Creating a Safe and Orderly Environment
- Techniques for Handling Discipline Problems
- Pedagogy of Teaching
- Nurturing Parental and Community Support
- Statistics
- Assessment
- Preparing for Employment
- After School Clubs and Coaching
- The First Day of School

## NEW TEACHER HOTLINE PODCASTS

These podcasts provide practical tips and strategies to new teachers. Each episode includes a discussion of an issue that often affects new teachers and an interactive question and answer session. Past episodes have discussed the following topics:

- Classroom management strategies
- The role that administrators play in discipline strategies
- Calculating grades
- Recovering from a difficult Back to School Night with parents
- Interviewing for a teaching job
- Calling parents to discuss student behavior

## SUBJECT MATTER REFRESHER COURSES

These courses are designed to help ABCTE teaching candidates review their content knowledge to prepare for the classroom and the certification exams. The courses are developed using ABCTE's subject matter standards.

## PRACTICE EXAM CD-ROMS

These CD-ROMs have full-length tests and sample quizzes. They allow candidates to work through practice problems in timed and un-timed modes and provide explanations to each question.





# ABCTE Certifies



"I felt ABCTE's expectations for certification in my state were made clear and that I passed two very challenging and thorough certification exams. Passport to Teaching fit my need for an efficient certification perfectly."

— JOHN "TREVOR" BAKER  
*AP Biology Teacher, Lafayette High School*

## ABCTE CERTIFIES ONLY THE HIGHEST QUALITY TEACHERS

Candidates must demonstrate that they have mastered their pedagogy and subject matter through two rigorous exams:

1. Professional Teaching Knowledge Exam
2. Subject Matter Exam

All exams are administered in secure testing locations throughout the U.S. and world through Pearson Vue Testing. ABCTE teachers satisfy requirements according to NCLB.

## ABCTE WORKS WITH STATES AND DISTRICTS

ABCTE appreciates that each state has very different needs. We work with states and school districts to customize a program to fit their needs.

Once the candidate has their Passport to Teaching certificate, the path to the classroom is different in every state.

Most states that work with ABCTE:

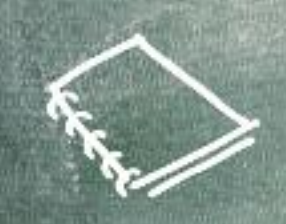
- Issue an initial license for ABCTE candidates
- Require mentoring for a minimum of one year
- Issue a full license upon completion of a mentoring program

## TEACHER LICENSURE EXAMS: HOW DO THEY COMPARE?

"The ABCTE exam scores were positively correlated with the corresponding Praxis test scores in all three subject areas (math, elementary education, and pedagogy)."

Mathematica Policy Research, Inc.  
March 14, 2007.





# Demographics & Research

## OUR CANDIDATES

- 39 is the average age
- 33% male
- 22% teachers of color
- 26% have one or more graduate degrees

## ABCTE RESEARCH

### School Principals' Perspectives on Passport to Teaching

"[Principals] who observed the ABCTE teachers...said that they were as or more effective than the average teacher they had observed during their careers."

—Mathematica Policy Research, Inc. June 2006.

### Student Achievement and Passport to Teaching Certification in Mathematics

"Individuals that demonstrate proficiency on the ABCTE certification exams possess the knowledge necessary to positively and significantly affect student learning gains in the classroom."

—ABCTE. February 2007.

### Survey of ABCTE Special Education Candidate

- 94% of candidates who completed the survey indicated that they have had experience working with individuals with special needs
- 88% of respondents have worked in K-12 education, ranging from 1 to 20 years of experience with an average of 5 years working in schools

—ABCTE. June 2006.

### Survey of ABCTE-Certified Teachers

- 74% of certified teachers are teaching (13% in pre-K or postsecondary)
- 22% teach in large/midsize cities
- 32% teach in rural areas
- 82% of those that are teaching currently work in public schools

—Mathematica Policy Research, Inc. May 2007.

### Student Achievement and ABCTE Elementary Certification

"The results of the validity study confirm that teachers achieving certification through the alternate Passport to Teaching route could produce student outcomes equal to or greater than those of teachers achieving certification through traditional programs."

—Podgursky, M., Thum, Y. M., Rollin, S., Greene, J., Walberg, H. May 2006.

**For further information about ABCTE's research, please visit our Web site at: [www.abcte.org/research](http://www.abcte.org/research)**



"Going through the regular certification channels, it would've taken me three or four extra years. This let me get into the classroom a lot sooner."

—UDO LUTES

ABCTE Teacher, Caldwell High School

# Teacher Profile



## ERROL FORSMAN

*"It's an awesome feeling to see students grow, and to know that you're a part of that."*

After retiring from the U.S. Air Force in 1992, Errol Forsman entertained with the thought of becoming a teacher. However, when he looked into the different options in his home state of Florida, he was discouraged by what he found. The large amount of time and money associated with going back to school made the switch to becoming a teacher seem nearly impossible.

In October of 2005, Forsman heard about a "Become a Teacher" information session in Tampa that was being held by the American Board for Certification of Teacher Excellence and the Hillsborough County Schools. At the session, ABCTE representatives informed him about the Passport to Teaching program. He was excited that he had finally found what he described as a "quick, fairly painless way to get into teaching." He quickly enrolled in the program, and began studying to take the exam in Elementary Education.

Forsman completed the Passport to Teaching program in Elementary Education and began substituting at a local K-8 magnet school. The principal was so impressed with Forsman's skill in the classroom, he was brought on as a full-time 2nd grade teacher for the 2006-2007 school year.

As Forsman continues to learn ways to apply his unique life experience to the classroom, he says that he couldn't be happier about his decision to become a teacher. "It's all about the kids," he said. "They're our future."

# ABCTE recruits, prepares, and certifies the right teachers for your classrooms.

**RECRUITMENT**—ABCTE partners with states and districts to recruit teachers in **key shortage** areas:

1. Demographic
  - Career changers
  - Teachers of color
  - Males
2. Subject
  - Science
  - Math
  - Special Education
3. Geographic
  - Urban
  - Rural

**PREPARATION**—ABCTE's comprehensive program of study prepares teachers for today's classroom. Our program provides:

1. Support
  - Advisors
  - Customized curriculum
  - Affordable and flexible
2. Pedagogy
  - Prepare to Teach workshops
  - Podcast lessons
3. Subject matter
  - Refresher courses
  - Practice
  - Works with state standards

**CERTIFICATION**—ABCTE works with states and districts to develop a route to certification that meets the needs of both career changers and states:

1. Customized
  - Created in collaboration with states
  - Efficient 10-12 month programs
  - States choose certification and participating districts
2. Mentoring
  - Required for ABCTE teachers
  - Utilizes existing state/district programs
  - Or, uses ABCTE's in-school mentoring program
3. Quality
  - Research and results
  - 95% principal satisfaction
  - Secure testing centers

**As the teacher shortage grows, ABCTE delivers quality teachers at no cost to states or districts.**

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